



COMMITTEE ON  
**EDUCATION  
& LABOR**  
REPUBLICANS

# VOTE NO: H.R. 7309

## WHERE REPUBLICANS STAND:

Our nation's workforce development system needs forward-looking changes if it is going to serve job seekers and employers and help grow the American economy. Commonsense Republican solutions would:

- **Prepare workers for a 21st century economy** by allocating more funds for worker upskilling and promoting a competitive marketplace for postsecondary education.
- **Empower employers** to respond to local economic needs.
- **Streamline the workforce development system** by increasing local collaboration and putting program qualification decisions at the state and local level.
- **Strengthen outcomes and accountability** by adding evidence-based practices, maintaining common performance-based metrics, and improving transparency measures.
- **Reduce bureaucracy** by requiring the Department of Labor to address regulatory bottlenecks.

## BACKGROUND:

- As the nation's primary workforce development law, the *Workforce Innovation and Opportunity Act* (WIOA) is intended to help job seekers obtain the skills they need for successful careers and help employers access the talent they need to grow their businesses.
- While the 2014 WIOA reauthorization took significant steps to inject positive reform into the workforce development system, more is required to modernize the system so that it achieves these goals.
- Unfortunately, H.R. 7309, the *Workforce Innovation and Opportunity Act of 2022*, lacks the necessary reforms to help America's workers and job creators reach success.

## DEMOCRATS THINK THEY KNOW BEST:

- H.R. 7309 limits input from employers and expands union representation on state and local workforce boards.
- Democrat policies encourage draconian "job quality" measures.
  - These measures are a backdoor for labor policy outcomes Democrats haven't been able to achieve elsewhere, such as **denying contracts** to businesses because of **alleged violations of labor laws**.
- Courts already struck this down during the Obama administration because it trampled on Americans' due process rights.

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## HIGH PRICE TAGS & LOW PAYOFFS:

- H.R. 7309 significantly increases authorization levels and expands supportive services, which risks turning the workforce system into a welfare program.
- Where does federal funding go?
  - **Taxpayers spent \$1.8 billion** in FY 2021 on adult, dislocated worker, and youth activities under Title I of WIOA.
  - According to the Department of Labor, **only \$537 million**, or less than 30 percent, of funds went toward “training services.”
  - Republicans proposed **increasing the percentage** of funds allocated to skills development programs, but the Democrats’ bill does nothing to ensure more of the funding is dedicated to educating job seekers.
- H.R. 7309 will **increase costs to taxpayers** by requiring Job Corps contractors to comply with **onerous local prevailing wage requirements**.
- Many current workforce development programs fail to provide enrollees with the necessary skills to meet industry needs.
  - **Less than one-quarter** of young enrollees and barely **one-third** of adults exited programs with employment related to the workforce development program in which they were enrolled.

## TOO LITTLE INNOVATION:

- Biden wanted to be the next FDR—that means **reviving Depression-era policies**. The bill:
  - Introduces **wage controls, which could eliminate millions of entry-level jobs**.
  - Doubles down on the Great Depression-era registered apprenticeship system and **restricts or eliminates** employer-based apprenticeships.
  - Rejects proposals to expand employer-driven reskilling and upskilling activities.
- H.R. 7309 places additional unnecessary burdens on skills development providers, which will drive providers away from the system.
- It expands Job Corps eligibility while also weakening expectations for Job Corps success.
  - This is a program in which 30 different government reports and audits have raised concerns over its safety and security.

## A RADICAL PROGRESSIVE AGENDA:

- H.R. 7309 promotes progressive gender ideology and critical race theory by requiring states to develop and publish state equity reports regarding performance outcomes on race, ethnicity, sexual orientation, and gender identity.

**BOTTOM LINE: H.R. 7309 fails to protect taxpayers at a time of rampant inflation, pushes a radical progressive agenda, expands federal control over the workforce, and embraces the failed status quo rather than pursuing opportunities for innovation.**